

FRED D. BUTLER

Email: fdbi@aol.com

Present Occupation: Arbitrator/Mediator

First Business Address:

50 California Street, Suite 1500
San Francisco, CA 94111
Phone: (415) 826-5629
Fax: (650) 756-2715

Second Business Address:

4939 Fidler Ave
Lakewood, CA 90712
(562) 925-8452
(650) 756-2715

PROFESSIONAL AFFILIATIONS

Association for Conflict Resolution
Industrial Research Relations Association
American Arbitration Association

American Bar Association
San Francisco Bar Association
The Mediation Society

EDUCATION/TRAINING

JD	Law, University Of California, Hastings College of Law
MPA	Public Administration, New York University, New York, NY
BA	Public Policy, Rutgers University, New Brunswick, NJ
ARBITRATION	National Judicial College, Reno, Nevada International Chamber of Commerce National Academy of Arbitrators/FMCS American Arbitration Association Union Pacific Railroad/United Transportation Union

CERTIFICATIONS

Law: State of California
U.S. District Court, Northern California
Ninth Circuit Court of Appeals, California

ARBITRATION/LABOR RELATIONS EXPERIENCE

American Arbitration Association, Employment Arbitration & Mediation Panel, San Francisco, CA; U.S. Postal Service/American Postal Workers Union Arbitration Panel; State Mediation & Conciliation Service, California; Solano County California Superior Court Arbitration Panel; Alameda County Bar Association Arbitration & Mediation Panel; San Mateo County Bar Association Arbitration & Mediation Panel; Kaiser-Permanente Arbitration Panel, Los Angeles, CA; NASDR Arbitration & Mediation Panel, San Francisco, CA; Diverse ADR, Arbitration & Mediation Panel; U.S. Department of Justice & Keybridge Foundation, Arlington, VA; U.S. Equal Employment Opportunity Commission (EEOC) Mediation Panel; Center for Employment Dispute Resolution, Chicago, Illinois; U.S. Forest Service Agency, Washington DC; U.S. Farm Service Agency, Washington D.C.; University of California at San Francisco.

INDUSTRIES:

Airlines; Agricultural; Banking; Construction; Education; Federal Sector; Health Care; Hotels/Motels,Casinos/Resorts; Hospitals/Nursing Homes; Local Govt; Office Workers/Clerical; Organizations; Police and Fire; Prison Guard; Private Sector Grv; Public Sector Grv; Real Estate; Restaurants; Retail Stores; Sports; Trucking & Storage; Utilities.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Civil Rights; Conduct (off-duty/Personal); Commissions; Contest; Discipline(non-discharge); Discipline (discharge); Discrimination- age, disability, race, sex, religion national origin; Drug/Alcohol Offenses; Family Medical Leave; Fringe Benefits-bonus, holidays, leave, vacation; Health /Hospitalization; Hiring Practices; Insubordination; Job Evaluations; Job Posting/Bidding; Jurisdictional Dispute; Layoffs/Bumping Recall; Management Rights; Past Practices; Performance Appraisals; Promotion; Retirement; Safety/Health conditions; Seniority; Sexual Harassment; Sick Leave; Wages-(cost of living pay, holiday pay; incentive pay, job classification & rates, merit pay, overtime pay, severance pay, vacation pay); Work Hrs/Schedule/Assignment; Work Performance; Working Conditions/Work Orders; Violence or Threats;

PERMANENT PANELS

U.S. Postal Service/American .Postal .Workers .Union
San Francisco Civil Service Commission
United Mine Workers of America & Bituminous Coal Operators Association
So. California Edison/IBEW. Local 47
Bay Area Rapid Transit/ATU Local 1555
American Federation of State, County & Municipal Employees (AFSCME) & Oakland Unified School District
Public Law Board 7043
San Francisco Civil Service Commission

ARBITRATION ROSTERS

American Arbitration Association
National Assn of Security Dealers
National Assn of Railroad Referees
Federal Mediation & Conciliation Services
California State Mediation & Conciliation Services
National Mediation Board
San Francisco Superior Court
San Mateo County Superior Court
Solano County Superior Court

Grievance Arbitration: The fee is \$900 per day for hearing, and for research and preparation of the decision and award. A hearing day is any portion of a day up to seven hours.

Interest Arbitration, Fact-Finding And Labor Mediation: Nine Hundred Dollars (\$900) per day (for up to 8 hours).

Travel Time: There is no charge for travel time on the day of the hearing. An amount equal to one half of the daily rate is charged for travel time to the hearing when travel is required the day before.

Expenses: Actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Actual expenses for copying and toll phone charges.

Cancellation Policy/Fees: If the scheduled hearing is postponed or canceled with notice of (14) days or less, the parties will be charged for one day of hearing. For hearings scheduled for two or more days, a notice period of thirty (30) days is required.